

MICHIGAN DEPARTMENT OF CORRECTIONS POLICY DIRECTIVE SUBJECT VISION AND VALUES	EFFECTIVE DATE 10/01/2007	NUMBER 01.01.100
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	ACA STANDARDS 3-3125, 4-4002, 4-4102, 2-CO-1A-04	
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POLICY STATEMENT:

Our vision and values define the way we perform our jobs and demonstrate our commitment to “expecting excellence every day” in everything we do.

POLICY:

OUR VISION

- A. Our vision is to protect the public and build trust within Michigan communities.

OUR MISSION

- B. Our mission is to create a safer Michigan through effective offender management and supervision in our facilities and communities while holding offenders accountable and promoting their success.
- C. We accomplish our mission by:
1. Ensuring that judges and criminal justice agencies have the broadest possible array of viable sentencing and sanctioning options available to them;
 2. Developing and implementing a comprehensive correctional system offering a broad range of services, including aftercare, to assist offenders with their successful transition and reentry into the community;
 3. Assessing each offender's risk, needs, and strengths in order to provide meaningful treatment, programming, and opportunities throughout the offender's sentence so that each offender has the opportunity to become a law-abiding, productive citizen;
 4. Employing evidence-based practices in all aspects of our operations;
 5. Providing effective supervision of offenders in our facilities and communities, including appropriately responding to negative behavior to manage offenders' risk to others and reduce victimization;
 6. Maintaining safe, humane, and secure correctional facilities and work places.

OUR CORE VALUES

- D. Our core values provide a common understanding of our beliefs, responsibilities, and expectations which together form the foundation of our shared vision and mission.
- E. Our core values are:
1. Integrity. We expect only the highest ethical standards from ourselves and others, valuing both individual and collective honesty, trust, and respect. We demonstrate our integrity by:

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- a. Performing our jobs professionally, even under adversity;
 - b. Following our policies, procedures, and established work rules;
 - c. Treating Michigan's citizens, our co-workers, and offenders fairly and justly.
- 2. Excellence. We are not satisfied with merely "getting the job done", but performing our job in a way that makes us proud and that will have a positive impact on Michigan's citizens, other staff, and offenders. We demonstrate this commitment to excellence by:
 - a. Acknowledging personal responsibility, recognizing our co-workers' achievements regularly, and investing in professional development of all staff;
 - b. Practicing fiscal responsibility, including using our resources wisely;
 - c. Valuing our work product and our reputation, while promoting proactive thinking and innovative suggestions.
- 3. Inclusion. We reach out to one another to be represented and involved in the important decisions that influence our jobs. Inclusion is accomplished by:
 - a. Promoting a work environment where diverse people work well together;
 - b. Soliciting the opinions and perspectives of others to find alternate ways to accomplish tasks and sharing this information with each other;
 - c. Providing an opportunity for all people on the team to participate.
- 4. Teamwork. We focus on what we can do together through the sharing of information, resources, and energy because our combined accomplishments are greater than our individual accomplishments. Teamwork is exhibited by:
 - a. Collaborating with each other, law enforcement agencies, and community members involved in correctional issues to accomplish our mission;
 - b. Helping our co-workers when they need assistance;
 - c. Supporting, valuing, and utilizing the strengths and potentials of individual employees.

Approved: PLC 09/07/07